

Taking Action

to Create Futures

MVLE

2013 Annual Report

No Action Is Too Small to Help Create Futures

Throughout history, there have been many famous sayings, theories, and stories about the power of taking action—no matter how small or seemingly insignificant the action. Take Lao Tzu's famous quote: "Even a journey of a thousand miles begins with a single step." Or the Butterfly Effect, a theory proposing that the flutter of a tiny butterfly's wings on one side of the world could, through a chain reaction, cause a hurricane on the other side. But there's probably no finer example of the power of taking action to create futures than "The Starfish Story" by American anthropologist/philosopher Loren Eiseley, which goes something like this:

While taking a walk on the beach, an old man noticed a young man off in the distance, picking something up off the sand and throwing it into the ocean. When he got closer, he saw that the young man was picking starfish up off the beach and gently tossing them into the receding sea.

The old man asked the younger man why he was throwing starfish into the sea, to which the younger man replied, "The sun is up and the tide is heading out. If I don't throw them back into the sea, they will die."

The old man smiled at the young man's seeming naivety and replied, "You do realize that there are miles upon miles of beach and that each mile is covered with starfish? Your actions can't possibly make a difference." Undeterred, the young man picked up a starfish at his feet and carefully tossed it back into the sea. "It made a difference to that one," he said.

Just like the determined young man of this inspiring story, MVLE will continue to take action to create better futures for the individuals we serve. Because making a difference in even one life truly does make a difference. And as both Lao Tzu and the Butterfly Effect suggest, big changes can result from even small actions.

Welcome



April Pinch-Keeler,
President/CEO

Dear Friends & Supporters,

The job market has been tough for most Americans these past few years, but particularly for people with disabilities, who experience a 75% unemployment rate nationwide. Sadly, employment prospects for our war heroes returning to civilian life aren't much better. The number of unemployed military veterans is estimated to be somewhere between 800,000 and one million and growing.



Gay Shane,
Chairperson of
the Board

But here's the good news: simply accepting these numbers is not acceptable to MVLE. So we've been hard at work taking action to create futures. Specifically, by creating more employment opportunities—with a wider variety of job roles and opportunities—for disabled individuals and returning veterans than ever before in our history.

Meaningful employment matters to everyone, disabled and non-disabled alike. A job is critical for financial independence and maintaining a healthy sense of self-worth and purpose. This year's annual report demonstrates the variety of ways MVLE is taking action to create futures in order to accomplish its mission of creating futures one person at a time. It showcases just how we are empowering individuals with disabilities and enabling them to say with conviction, "My job matters!"

In 2013, MVLE grew its lines of business by providing workforce solutions for government customers, the business

community, and defense agencies while simultaneously providing critical services and expanding employment opportunities for people with disabilities and military vets. *Our social enterprises—Ability Nation™ and Working Warrior Nation™—are providing creative, innovative solutions for increasing employment opportunities for people with disabilities and military veterans.*

As President and CEO, I take pride that each and every person we serve is building a better future because of action taken by MVLE to provide opportunities for success and achievement. Our covenant to build futures one person at a time extends not just to individuals with disabilities and military vets but also to their families, business customers, and even our staff. Through hard work and your support, MVLE continues to seize opportunities that allow veterans and individuals with disabilities to live more productive and fulfilling lives, helping to narrow the disparity gap in unemployment they experience. It's a bold vision, but one we're continually evolving to create meaningful futures for disabled individuals and our returning warriors. And in the words of William Shakespeare, "Virtue is bold, and goodness never fearful."

April Pinch-Keeler, President/CEO

Gay Shane, Chairperson of the Board

Highlights & Accomplishments

2013 Departmental Accomplishments



Corporate Events of Note

- Keynote speaker April Pinch-Keeler gave a presentation on the role non-profits play when teaming with corporations at the “Lunch and Learn” event co-hosted by Northrop Grumman.
- MVLE’s logo and tagline were successfully updated.
- MVLE applied for certification as an ESO by the Virginia Department of Minority Business Enterprise (DMBE) in order to enhance business procurement opportunities with state and county agency projects and businesses that value working with DMBE-certified businesses.

Nationally Accredited Rehabilitation Programs & Employment Services

- One hundred four individuals are successfully participating in 21 enclave sites, providing valuable staffing solutions to metro-area businesses.
- Fifty-three individuals from all three MVLE center-based locations and programs are volunteering in the Meals on Wheels program.
- Sixty-nine individuals completed formal art therapy sessions over the past year. The Art for Sale project, developed over the last year, will be further expanded this coming year.
- Weekly, 45 individuals in PSSG are receiving an average of 2.5 hours per week of community

- activities, with plans to increase the number of hours for all interested individuals to a minimum of 10-15 hours per week, or half of their program time.
- MVLE was recognized by the Fairfax-Falls Church Local Human Rights Committee for outstanding implementation of behavior plans.
- MVLE’s multi-sensory environment (MSE) rooms were renovated at all three center-based locations, and computer labs at all three locations were updated.

Administration/Human Resources

- The 2011 mandatory Equal Employee Opportunity Reporting was successfully completed, and 2012 is in process.
- A “no increase in cost” was successfully achieved for two of MVLE’s three healthcare benefit plans, and the HR Department saved \$7,000 in healthcare costs compared to the prior year.
- The recruitment process was streamlined, and a new competency-based performance review system, which aligns with updated job descriptions, was implemented.

- A new training and development plan, customized to each position and aligned with Essential Learning, was developed.

Business Development

- Directly operated lines of businesses include Mailing, Printing and Production Services (MPPS); Warehouse and Logistics Management Services (WLMS); Digital Stream Document Management; and two social enterprises: Ability Nation™ Products (ANP) and Wounded Warrior Nation™ (WWN).
- In 2013, donations allowed MVLE to create and hire an experienced business-development team with significant experience and expertise in operations management and crafting business proposals.

AbilityOne/Federal Contracts

- Eighty-nine employees are working at MVLE AbilityOne sites. Of these 89, 67 are individuals with disabilities.
- MVLE marks its 18th year as a member of the national AbilityOne network, providing 10 federal government agencies with contract services currently valued at nearly \$5 million.



Highlights & Accomplishments

2013 Departmental Accomplishments



WORKING WARRIOR ★ NATION™★

Working Warrior Nation™

- Over the past year, WWN military and defense agency contract opportunities have dramatically increased due to collaborations with Northrop Grumman, SPARTA (a Division of Parsons), and Bering Straits.
- Currently, WWN is on the Army Enhanced Army Global Logistics Enterprise (EAGLE) team with Northrop Grumman and teaming with Bering Straits for the Air Force Technical Data Support Services Enterprise (TDSSe) to provide library support at three Air Force sites.
- Northrop Grumman Information Systems has issued MVLE/WWN subcontracts for the Joint National Integration Center Research and Development Contract (JRDC) to supply veterans to fill engineering slots for the Missile Defense Agency.
- SPARTA has issued a subcontract to MVLE/WWN to supply veteran engineering support for the Missile Defense Agency.

ABILITY NATION™

Ability Nation™

- The Ability Nation team recently attended the Fashion Footwear Association's NY Shoe Expo and got an honorable mention from Fashion Lookbook NY.
- A 2012 Donner Foundation grant of \$10,000 enabled MVLE Ability Nation to expand its product line in 2013 to include shoe freshener and Xpandit™ towels, biodegradable, expandable paper towels with many uses.
- Through trade shows, Ability Nation was able to add over 100 new business customers and business partners, enabling Ability Nation to sell to Army and Air Force Exchange Services (AAFES) at over 60 locations worldwide.



Digital Stream (Scanning/Document Management Services)

- A pricing package with an annual value of \$17,000 was submitted to add additional custodial services at Ft. Belvoir.
- A first-year pricing increase of 3% that will result in gross annual revenues of \$1.4M was submitted for custodial services provided to NASA, as a subcontractor for Beacon.
- MVLE nominated Northrop Grumman for AbilityOne's Commercial Business Partnership Award, and Northrop Grumman was recognized for establishing a strategic alliance with MVLE through the DoD Mentor Protégé Program.

- Approximately 100,000 images were scanned for rehabilitation and accounting departments, and Summit Global was welcomed as a new customer.
- A team leader was hired to run the day-to-day scanning activities, and new procedures have helped improve quality control.
- A memorandum of understanding was executed with Linden Resources, another local community rehabilitation program, to be our shredding partner and to open doors for potential new business.
- A completion plan was completed for ISO certification.



Government Contracting

Working Warrior Nation™ Mentor



Contracting with the Government

As part of MVLE's ongoing pursuit to identify and develop partners to help us accomplish our mission of creating futures one person at a time, we have looked to federal contracting as a source for new employment opportunities. MVLE took action to create futures for returning veterans and individuals with disabilities by expanding existing corporate relationships and learning the business of federal contracting in order to grow and create new opportunities through mutually beneficial partnerships.

Paving the Way to Success through Mentorship

Contracting with the federal government and its prime contractors is a complex endeavor, to say the least. It requires diligence, speaking the language of government, and innovative approaches and thinking to be successful. Through invaluable mentoring

provided by our corporate partner Northrop Grumman, MVLE took action to succeed in this arena. With Northrop Grumman's help, we have acquired the necessary skills to write proposals in a strategic manner and compete with small businesses and large prime contractors in pursuit of federal contract dollars. Now terms like "certified cost and pricing" and "representations and certifications" no longer seem like a foreign language to us.

Today, MVLE is a capable and quality partner in pursuit of federal contract dollars. Major prime federal contractors—such as Northrop Grumman, Sparta, and Beacon Associates—as well as the federal government itself, through our SourceAmerica (formerly NISH) contracts, recognize the value of contracting with MVLE. Competitive pricing, knowledgeable contracting processes, and an expansive resource pool of qualified sources developed by our recruiters make MVLE an attractive brand sought out by prime contractors for partnerships opportunities.

Northrop Grumman also received a benefit by mentoring MVLE. A corporate giant in the defense industry, Northrop Grumman strives to achieve diversity in its workforce and with suppliers. In working with MVLE, Northrop Grumman developed a heightened awareness of the vast pool of quality employees available to them and the benefits of offering employment to, and creating futures for, people with disabilities. Northrop Grumman Chairperson/President/CEO Wes Bush acknowledged this awareness when he made the following statement to reporter Michelle Davis during a July 8, 2013, interview for *WashingtonExec Magazine*:

"Our economy is driven by brainpower and innovation. We constantly look for the kind of talent that is getting harder and harder to find. The incredible pool of talent represented by people with significant disabilities in this country is an amazing resource."

It's this type of progressive thinking and unconventional approach to staffing that cemented the strong relationship between Northrop Grumman and MVLE. It also inspired MVLE to nominate Northrop Grumman for the SourceAmerica Award for Commercial Business Partnership, which was awarded to the company on June 28, 2013.

Connecting Heroes with Corporate America through Working Warrior Nation™

Joining the military is taking a big step in creating a better future for so many young men and women in America. MVLE took action to provide these heroes with another active step in continuing that journey to a better future by creating Working Warrior Nation.

With over 40 years of experience working with people with disabilities, MVLE recognized that our veteran population offers many of the same types of skills and qualities to help our corporate partners grow and continue to be leaders in their industries. These skills include leadership, teamwork, integrity, and the ability to triumph over adversity. Veterans come to the workforce with respect for authority and procedure. Many are also familiar with much of the latest technology, and their military training and hands-on experience has exposed them to one of the most diverse workforces on the planet.

Thankfully, our corporate partners recognize these skills and attributes as well and are always looking for strong individuals to help lead their firms into the future. MVLE, through its Working Warrior Nation, is able to build on the capabilities developed under the mentor/protégé relationship with Northrop Grumman—capabilities that allowed us to connect with new prime contractors and provide them with services utilizing the talents of military veterans. MVLE's Working Warrior Nation is currently teamed with Northrop Grumman on proposals for Army EAGLE and Fort Irwin's National Training Center, as well as on the Technical Data Support Service Enterprise Contract with Bering Straits. Working Warrior Nation is also employing veterans through a subcontract with Sparta, a division of Parsons, in support of the Missile Defense Agency (MDA). Working Warrior Nation veterans are currently working under a subcontract to Beacon Associates, in support of their full-service maintenance contract with NASA, and MVLE itself is providing veterans with employment through our Digital Stream document-management group.

The first step in building a better future for our returning war heroes is to put them on the path to finding meaningful employment. Working Warrior Nation takes action by laying the stones to create that career path for veterans.

Digital Stream

Digital Scanning & Document Conversion with Care



rehab company, we are also now able to provide clients with secured document-shredding services. The suite of document-conversion services offered by Digital Stream range from scanning to high-volume printing from PDFs to uploading images to a client's FTP site to pick-up and delivery. We also have the capability to perform electronic searches for specific keywords and phrases, allowing for the redaction of confidential words, phrases, and social security numbers.

Walter Reed, the Peace Corps, and other state and local government entities. We are scheduled to receive our ISO 9001 certification for our digital scanning business in the fall of 2013, which will help move Digital Stream even farther ahead of our competitors. We are planning for, and working toward, continued growth in the private sector in the future, and to produce even more jobs for veterans and individuals with disabilities—meaningful, paycheck-earning jobs to help these individuals create better futures for themselves.

Digital Stream is proud to have an extensive list of satisfied clients, including Northrop Grumman,

Digital Stream has provided over 100 fulltime jobs for people with disabilities and wounded warriors and returning veterans in our Working Warrior Nation™ program.

Over the past year, Digital Stream, a division of MVLE, has been working hard to increase its capacity to process large quantities of digital scanning assignments for commercial and government clients through our secured facility. The number of digital scanning projects completed by MVLE individuals has greatly increased over the past 12 months, due in large part to advances in adaptive technology that allow people with disabilities to be as productive as non-disabled workers. Since its inception, Digital Stream has provided over 100 fulltime jobs for people with disabilities and wounded warriors and returning veterans in our Working Warrior Nation™ program.

Digital Stream offers its customers the latest technology in digital scanning and document-conversion services—and a challenging, rewarding, and interesting work environment for its staff. Managing and digitizing huge volumes of documents demands significant skills from our employees, and they deliver on a daily basis. These skills include removing hundreds of thousands of staples and clips from documents, scanning the documents, and then reassembling the files in the correct order. Digital Stream staff members are also trained to export images to a variety of media—including the cloud—for our clients to access. Through a partnership with another local community



Social Entrepreneurship



Looking Back to Keep Moving Forward

When driving a car, you must focus on what's outside the windshield to see where you're going, but you must also occasionally glance at the rearview mirror to see what's behind you. MVLE's rearview mirror is full of historic accomplishments that have changed the way non-profits react to economic downturns and booms. And its windshield is full of promise, due in large part to MVLE's stance on becoming more of a social entrepreneur.

Social entrepreneurship has been defined as the process of pursuing innovative solutions to social problems. Social entrepreneurs like MVLE adopt a

mission to create and sustain social value, and they relentlessly pursue opportunities to serve this mission while continuously adapting and learning as they forge ahead. They act boldly—not constrained merely by the resources they have in hand—and use the resources they do have wisely. Social entrepreneurs hold themselves accountable for accomplishing their objectives, drawing upon the best thinking and practices in both the non- and for-profit worlds.

The ties that bind MVLE's social-entrepreneurship are intertwined to move the mission forward like the fibers of a muscle. Through our social entrepreneurship approach we've developed programs such as Ability Nation™, Working Warrior Nation™, Digital Stream, and Art Therapy, all of which

Creating Futures in the Non-Profit World through Social Entrepreneurship

come together to form a strong network for the future of the organization. Without this approach, the future of funding from historical sources is continually threatened by sequestering and local, state, and federal budget cuts.

Continued Growth of Ability Nation

MVLE's Ability Nation has added in excess of 100 new customers who purchase products and then resell them to the public. We've also added AAFES (Army and Air Force Exchange Service) to our network of customers, with over 200 new locations to sell our products in the coming year. U.S. Marine and Navy Exchanges have been approved and will soon join AAFES in selling products produced by Ability Nation. Ability Nation continues to shine as an example of social entrepreneurship in action, operating under seven key principles:

1. *Create employment opportunities for people with disabilities, or address problems in the environments in which they live.*
2. *Achieve financial and economic stability and sustainability.*
3. *Obtain independence from government budgets and cut-backs.*
4. *Generate a profit, with continued reinvestment in social entrepreneurship through innovation.*
5. *Remember that it's all about the people we serve and our mission to not fail them.*
6. *Strive for fair market wages and greater opportunities for disabled people to live better lives.*
7. *Do the job with passion and a robust desire to change communities, states, and the nation.*

Where We're Headed

MVLE and its business units are going beyond the typical non-profit organization approach by developing corporate partnerships to help increase awareness, contributions, and business allies outside of the strong governmental channels we've already developed. Through these corporate partnerships, the next three years should prove to be milestone years for MVLE. In addition to developing corporate partnerships, we're also looking to introduce new products, increase sales, build our brand and social-media presence, and develop fund-raising campaigns and promotional events, to name but a few goals.

These goals are ambitious, but our desire is strong, as are the desires of those we serve to live better, more fulfilling lives. And with the desires of the many in the hands of the few, you can be sure MVLE will continue to work diligently through the power of social entrepreneurship to create jobs, serve more people, and change lives.



Rehabilitation Program Services



Programs by MVLE provide diverse, customized support for individuals living with a variety of disabilities, ranging from those unable to attend to their own personal care to those who work competitively in area businesses. *Over the past year, 22 school graduates living with disabilities have transitioned to our services, and MVLE has provided support and services to over 473 people at over 50 locations in the Washington, DC metro area.*

Individuals who attend our Personal Support &

Social Group, Community Access, and Production Mail Room center-based program, located in Springfield and Chantilly, engage in activities that are both meaningful and educational. They have the opportunity to routinely participate in other activities that enrich their skill sets and lives, including computer training, pet therapy, Zumba® classes, horticulture, professionalism training, literacy training, and MVLE's Civitan International® chapter, "MVLE Broadway Stars." In addition to these learning

Creating Futures through Rehabilitation Program Services & Community Employment

activities, MVLE also has a network of community partners that provide licensed physical, art, speech/language, occupational, and music-therapy services to program participants at MVLE centers.

Community Employment

MVLE individuals find gainful employment in our Ability Nation Scentsations™ program, producing scented floral products, but they're also participating in community employment one to two days a week. *More than 135 individuals with disabilities are serving as valuable workforce participants for over 60 employers, including national corporations such as Chick-fil-A and 7-Eleven. Employers recognize the value of disabled individuals and the skills and competencies they bring to the workplace. MVLE individuals meticulously and*

conscientiously perform such tasks as auto-detailing, flyer delivery, grounds maintenance, and custodial cleaning, to name but a few.

For individuals who choose to pursue individual employment, MVLE employment specialists assist them in applying for jobs, interviewing, and learning new job skills. Our specialists also assist employers in understanding tax credits and disability-awareness etiquette.

MVLE Habilitation/Rehabilitation programs are not just serving individuals living with disabilities—they're growing community and business employment opportunities. *For over four decades MVLE has taken action to foster personal independence for the individuals we serve, and we continue to do so today.*

More than 473 individuals with disabilities are providing a valuable workforce for more than 60 employers



MVLE Performing Arts Program

Self-Expression through Performance



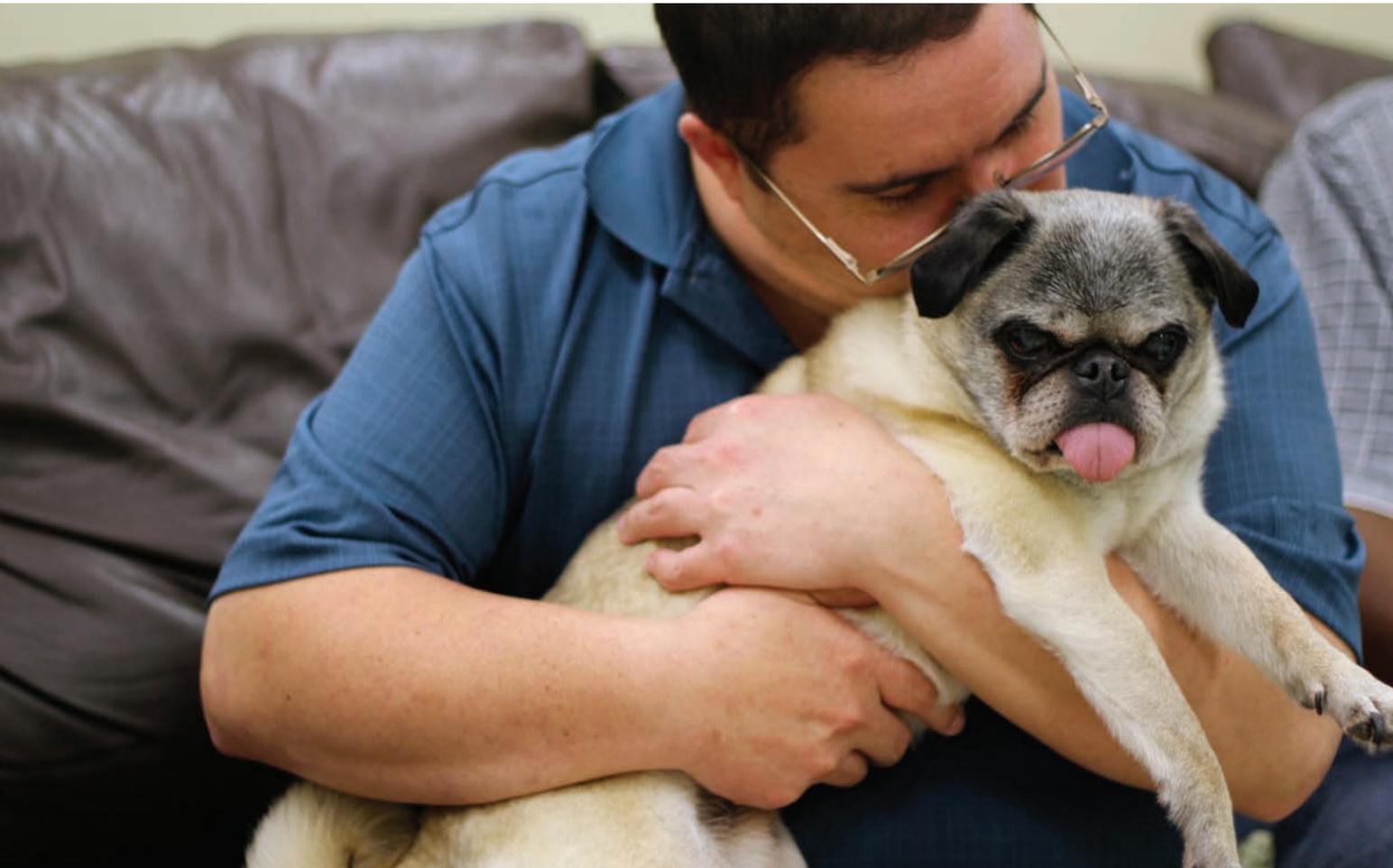
Over the past year, MVLE's Performing Arts Program has steadily grown and evolved, providing participants with exciting opportunities to express themselves through various forms of performance. Developed back in 2010, the backbone of the program is based on improvisation, which is used to spark scene development and movement.

Last year, our MVLE performers, guided by Director Paige Coffey, developed a unique method of collaborative performance conception through a process called "sensory creation." This innovative process uses sight, sound, smell, and touch to begin a group conversation, which in turn leads to scene work

and storytelling movement. By participating, each performer has the opportunity to discover just what it is that truly inspires him or her to create!

One exciting new addition to the Performing Arts Program is our ballet troupe. These MVLE performers have worked diligently on learning a wide range of dance skills—from the basics of ballet to understanding associated French terms to executing choreographed *Pas de Quatre* with surprising grace and emotion. And it's only a taste of things to come. MVLE's Performing Arts Program is gearing up for more growth and exciting new challenges in the coming year and many years to come!

MVLE Volunteers



When MVLE Volunteer Coordinator Sabrina Gibson started working for MVLE back in 2005, the volunteer program was being run by another staff member who juggled it with several other duties. One of Sabrina's first courses of action was to meet with MVLE individuals to learn what sorts of things interested them and begin tailoring a program that appealed to their interests and hobbies. A desire to interact with animals kept popping up in her meetings, so Sabrina came up with her first program idea: implement pet therapy.

Pet therapy, despite some initial concerns about allergies, proved to be a big hit. "They just love it,"

says Sabrina. "It's still one of the most popular things that we do." So popular, in fact, that MVLE individuals who've never before spoken a word to Sabrina will come up to her out of the blue and ask her when the dogs coming again. This always brings a smile to Sabrina's face.

Along with activities like pet therapy, MVLE also offers music appreciation, horticulture, and life skills such as cooking. "It's like an enrichment program for the individuals," Sabrina explains. "Volunteer programs provide things we wouldn't be able to afford otherwise." One example of this is the weekly music

Making a Difference One Good Deed at a Time

appreciation class, taught by a retired music therapist who generously donates her time. To hire someone with comparable experience would take a significant bite out of the budget.

Sabrina provides a calendar of volunteer activities at all three MVLE sites and spends much of her time matching volunteers and their skills with the schedule. *Over the past fiscal year, MVLE has utilized the skills of 196 different volunteers*, including about 35 regular volunteers and others used for special events like the annual golf tournament, the biggest fundraiser of the year. *An impressive 2,298 hours were volunteered this past fiscal year, up over 12% from the previous year.*

Volunteers, who must be at least 18 years old, are found through the internet at sites such as VolunteerMatch.org as well as through flyers and brochures distributed by Sabrina and, of course, good old-fashioned word of mouth. The program also has a partnership program with George Washington University, which has an art therapy program and requires students to do internships for academic credit. Along with students, the majority of MVLE's volunteer force is made up of retirees and stay-at-home parents, since it's a day program only. Sabrina has noticed an increase in the number of telecommuters volunteering as of late,

as they have more flexibility than nine-to-fivers—an increase she's optimistic will continue as more and more workers find themselves working from home.

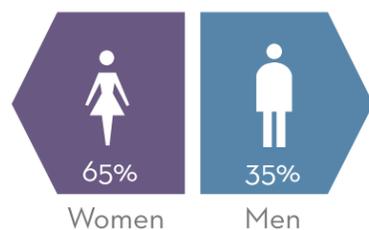
While specific skills are always welcomed, they're not a requirement to volunteer at MVLE. *"The main thing I look for in a volunteer is that they have a genuine desire to work with adults with disabilities,"* says Sabrina. But not all volunteers work directly with MVLE individuals. There are also support volunteers who work at special events and with MVLE staff in areas such as IT and Human Resources. Support volunteers were especially instrumental this past year in helping to implement a new electronic records system, and Sabrina hopes to utilize their skills and talents even more in the future.

As for other future initiatives, Sabrina is looking to introduce a music program at the Fullerton main production site and also wants to bring in sign language volunteers to work with both MVLE individuals and staff. Of course, traditions like the annual golf tournament and the ice cream social in July will definitely stay on the calendar. And, yes, to the relief of many excited MVLE individuals, the dogs will continue to show up for pet therapy.

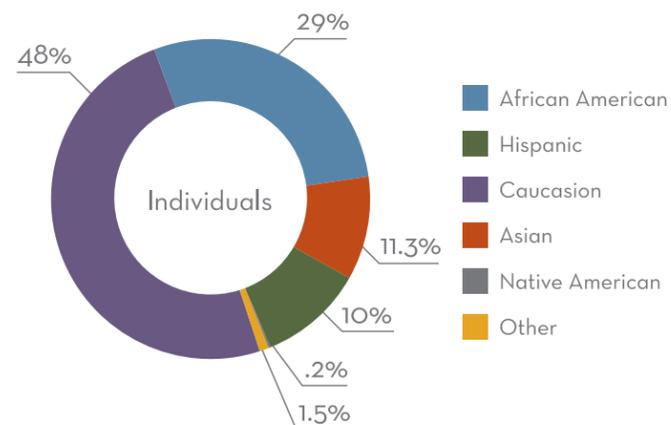
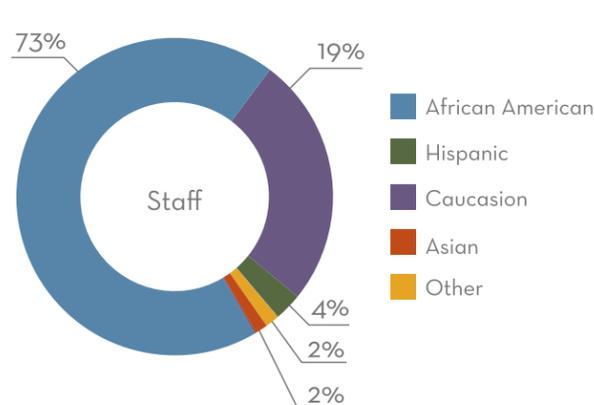
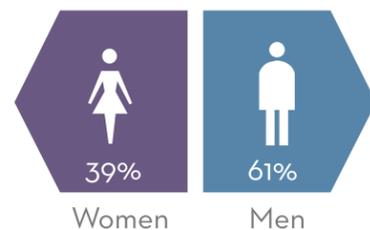


Demographics & Financials

STAFF DEMOGRAPHICS Total Number of Staff: 183



INDIVIDUAL DEMOGRAPHICS Total Number of Individuals: 534

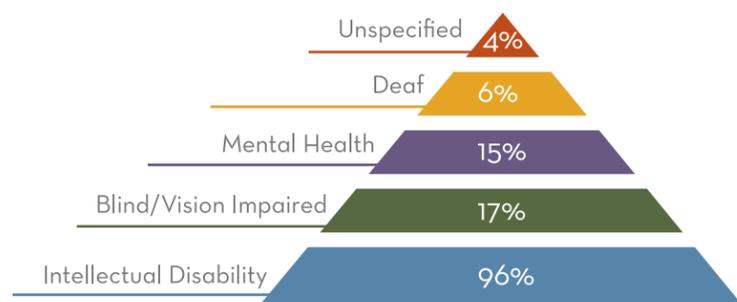


WORK HOURS AND INCOME FOR INDIVIDUALS

from July 1, 2012 - June 30, 2013

Total hours for individuals:
219,710.60

Total gross pay for individuals:
\$1,994,574.46



Types of Disabilities We Serve
We serve people with multiple disabilities.

SOURCE OF FUNDS	2013*		2012		2011	
DRS	74,584	0.5%	70,441	0.5%	94,483	0.6%
CSB	6,621,414	45.1%	6,502,443	47.6%	6,083,907	41.3%
VA/Medicaid	2,966,935	20.2%	3,079,437	22.5%	3,040,804	20.6%
Contributions	254,185	1.7%	151,809	1.1%	94,493	0.6%
Production Services	4,601,193	31.3%	3,849,586	28.2%	5,404,014	36.7%
Other	178,804	1.2%	5,604	0.1%	24,505	0.2%
TOTAL	14,697,115	100%	13,659,320	100%	14,742,206	100%

USE OF FUNDS	2013		2012		2011	
Center Services	6,219,566	41.6%	4,776,449	33.9%	5,032,051	35.2%
Community Employment Services	3,135,975	21.0%	1,718,893	12.2%	1,621,426	11.4%
Production Services	3,258,629	21.8%	4,463,656	31.7%	4,973,956	34.8%
Management and General	2,334,235	15.6%	3,121,119	22.2%	2,650,038	18.6%
TOTAL	14,948,404	100%	14,080,117	100%	14,277,471	100%

REVENUE	2013		2012		2011	
Program Services	9,662,933	65.8%	9,652,321	70.7%	9,219,194	62.5%
Production Services	4,601,193	31.3%	3,849,586	28.2%	5,404,014	36.7%
Contributions	254,185	1.7%	151,809	1.0%	94,493	0.6%
Other	178,804	1.2%	5,604	0.1%	24,505	0.2%
TOTAL	14,697,115	100%	13,659,320	100%	14,742,206	100%

EXPENSES	2013		2012		2011	
Personnel	9,798,547	65.5%	9,193,662	65.3%	9,494,720	66.5%
Occupancy	2,157,857	14.4%	2,060,571	14.6%	2,161,237	15.1%
Equipment/Supplies	2,575,827	17.2%	2,476,711	17.6%	2,193,311	15.4%
Other	416,173	2.8%	349,173	2.5%	428,203	3.0%
TOTAL	14,948,404	100%	14,080,117	100%	14,277,471	100%

*The 2013 financial statement reflects unaudited numbers.

2013 President's Award Honorees



Angela thoroughly enjoys working in the community, assisting her peers in the performance of their daily work tasks.

Angela Pendelton

Community Access

Angela has been employed with MVLE for ten years now, in the Community Access Department. During her time with us, she has worked in different areas of Community Access, including on the Newspaper and Flyer Crew and at Mount Vernon Presbyterian Church (MVPC).

An independent and caring person, Angela thoroughly enjoys working in the community, assisting her peers in the performance of their daily work tasks. Faced with some behavioral challenges in the beginning of the year, Angela decided she wanted the challenge of learning a new job skill, so she transitioned into the Potpourri Crew. Now she's learning to make potpourri and loves being a part of the crew—especially going out into the community to pick up flowers from the vendors.

Angela is an outstanding role model for her peers and takes great pleasure assisting her DSPs, Lillie Archer and Owura Ampensom. She also enjoys socializing with the crew and looks forward to Thursdays, when she gets to order lunch and eat out in a restaurant of her choice.



No matter what the job, Crystal's infectious enthusiasm shines through, and she's always willing to help out.

Crystal Curry

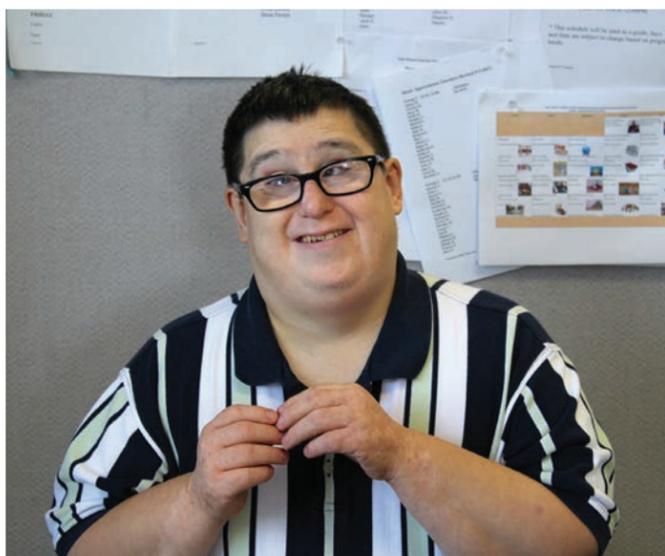
Fullerton Production Center

Crystal has been working with MVLE for the past two years and is an essential member of the Fullerton production team, Digital Stream, and the community at large. Her friendly, upbeat demeanor and personality allow Crystal to build and maintain positive, productive relationships with her peers and the staff. No matter what the job, Crystal's infectious enthusiasm shines through, and she's always willing to help out.

As a concerned, active member of the community, Crystal volunteers for Meals on Wheels and delivers newspapers in local neighborhoods and to various vendors. In addition to her philanthropic activities, Crystal also enjoys expressing herself artistically as a member of MVLE's Dance and Drama team. Her performances always help highlight the array of diverse talents that MVLE individuals possess.

Crystal advocates strongly—contributing creative ideas, thoughts, and concerns—on issues important to her and her peers. *She is a well-rounded, intelligent young woman who represents MVLE's philosophy of "Our Voices Count" and a shining example of what MVLE has achieved, and continues to achieve, for its individuals.*

2013 President's Award Honorees



Hector has made great progress over the years, earning the reputation as a helper and a caring individual.

Hector Yanez

Personal Support Services Group

Hector Yanez, 43, lives in a home in Fairfax, Virginia, near his family, which he regularly visits. After graduating from high school in 1992, he began attending a program at MVLE's Springfield site, and Hector has been a participant in MVLE's Personal Support Services Group (PSSG), in Chantilly, since 2009.

Initially, Hector had difficulties transitioning between activities and dealing with ADLS (activities of daily living) and personal needs. He sometimes exhibited inappropriate behavior and required a high level of support to complete his activities, but Hector has made great progress over the years, earning the reputation as a helper and a caring individual. He now requires only occasional verbal prompts to participate in activities, and he assists the staff in putting away materials and with lunches on Fridays.

Hector is neat in his appearance and a meticulous worker who thrives in his activities and work assignments with proper supervision. He participates in recycling and Meals on Wheels, where he helps deliver lunches out in the community. *Hector exhibits a great sense of humor in his interaction with peers and staff, doling out "pound" handshakes and shouting out his favorite quote—"Champion!"—while playing soccer.* Along with playing soccer like a champ, Hector also enjoys bowling, swimming, and playing board games.



A hard worker and valued member of the crew, Ivan keeps a watchful eye over his colleagues.

Ivan Gillyard

Community Employment Services

Ivan Gillyard has been working in the Community Employment Services Department for over 15 years and currently works as a groundskeeper on a mobile crew responsible for maintaining the professional appearance of local 7-Eleven storefronts. A hard worker and valued member of the crew, Ivan keeps a watchful eye over his colleagues, taking the initiative to continually remind them to stay safe by watching out for moving vehicles, wearing safety vests, and looking both ways before crossing streets.

A caring and outgoing individual, Ivan's personal achievement goals are to: (1) demonstrate a professional attitude in the work environment and (2) be a role model for others. He has excelled at both, working diligently over the past year to demonstrate effective problem-solving/conflict-resolution skills and an impressive level of professionalism.

Ivan has impressed his supervisor with his job performance, particularly his meticulous attention to detail. Pleasing his supervisor pleases Ivan because he takes great pride in ensuring that the job gets done right. And, as a professional, Ivan isn't satisfied unless the customer is.

We Thank Our Supporters

MVLE is grateful to all of our supporters who have given us donations or sponsored our events this past year. These contributions enable MVLE to support unfunded mandates and programs that enrich the lives of our individuals beyond what is covered by Medicaid or other public sources. We also thank those who have given to our Working Warriors initiative. All of these proceeds directly benefit the employment programs MVLE created to help wounded and returning veterans enter the civilian work force.

Up to \$50,000

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Up to \$15,000

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Tony N. Aram
April Pinch-Keeler

Up to \$3,000

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Thomas Raffa
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Grandstand Sports
Ronnie Elias Salons
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Donald John Creasy
Frank Howard
Todd Lattimea

Up to \$500

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Member of the Finance Committee
Non-voting Member
Retired, US Census Bureau

Executive Staff

APRIL PINCH-KEELER
President/CEO MVLE

KENAN ADEN
Executive VP/COO MVLE





Our Mission

To create futures one person at a time for people with disabilities through employment and support services.

Our Vision

Utilizing best business practices, MVLE will encourage personal and professional growth for people living with disabilities.

Our Values

Respect, Opportunity, Success, Diversity and Integrity.

MVLE is an equal opportunity employer.
MVLE is a 501(c)3 not-for-profit organization

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